

August 20, 2025

(Translation)

To Whom It May Concern,

Company name	Adastria Co., Ltd.
Representative	Osamu Kimura, Representative Director and President (Securities code: 2685 TSE Prime Market)
Inquiries	Itsuo Iwakoshi, Senior Executive Officer, General Manager of Administration Division (TEL:03-5466-2060)

Notice Concerning Board of Directors and Executive Officers  
with the Transition to a Holding Company Structure

As announced in *Notice Regarding the Establishment of a Preparatory Company and Signing of Absorption-Type Company Split Agreement in Connection With the Transition to a Holding Company Structure, as Well as Amendments to the Company's Articles of Incorporation (Change in Trade Name, Etc.)*, published April 4, 2025, the Adastria Co., Ltd. (“Company”) will transition to a holding company structure effective September 1, 2025, changing our trade name to *and ST HD Co., Ltd.*

At a meeting held today, the Company’s Board of Directors resolved the Executive Officers assignments effective September 1, 2025, with the transition to a holding company structure. We announce the Board of Directors and Executive Officers assignments for both and ST HD CO., Ltd. and Adastria Co., Ltd. which will succeed the business of the Company as described below.

1. and ST HD Co., Ltd.

Board of Directors (Effective September 1, 2025)

Title	Name
Representative Director and Chairman	Michio Fukuda
Representative Director and President	Osamu Kimura
Managing Director	Taiki Fukuda
Outside Director	Koichi Mizutome
Outside Director	Tatsuhiro Matsuoka
Outside Director	Etsuko Shakespeare
Outside Director	Xiqiao Liu
Director (Standing Audit and Supervisory Committee Member)	Yoichi Endo

Outside Director (Audit and Supervisory Committee Member)	Kazuhiko Ebihara
Outside Director (Audit and Supervisory Committee Member)	Kyoko Mogi

Executive Officers (Effective September 1, 2025)

	Position	Name
Group Executive Officer	Representative Director and President of Adastria Co., Ltd.	Yoshiaki Kitamura
Group Executive Officer	Representative Director and President of ELEMENT RULE Co., Ltd.	Masayuki Kindo
Group Executive Officer	Representative Director and President of BUZZWIT Co., Ltd.	Hisahito Yamada
Group Executive Officer	Representative Director and President of zetton inc.	Daisuke Kikuchi
Group Executive Officer	Executive General Manager of Corporate Division Division	Itsuo Iwakoshi
Group Executive Officer	Executive General Manager of Products Planning & Sourcing Headquarters	Mamoru Oya
Group Executive Officer	Executive General Manager of Corporate Planning Division.	Masatake Hayashi
Group Executive Officer	Executive General Manager of Digital Transformation Division.	Yuya Sakurai
Group Executive Officer	Representative Director and President of Adastria Taiwan Co., Ltd.	Lin Hsin-Yu

2. Adastria Co., Ltd.

Board of Directors (Effective September 1, 2025)

Title	Name
Representative Director and President	Yoshiaki Kitamura
Representative Director and Chairman	Osamu Kimura
Outside Director	Satoshi Akutsu
Outside Director	Hiromi Horie
Outside Director	Takefumi Saito
Audit and Supervisory Board Member	Yoichi Endo
Audit and Supervisory Board Member	Kazuhiko Ebihara

Executive Officers (Effective September 1, 2025)

	Position	Name
Senior Executive Officer	Executive General Manager of Sales Headquarters	Akira Hoshino
Executive Officer	Executive General Manager of GLOBAL WORK Division	Satoru Ota
Executive Officer	Executive General Manager of Sales Division 2	Kiyohisa Inose
Executive Officer	Executive General Manager of Branch Office Division	Akira Ii
Executive Officer	Executive General Manager of R&D Division	Gentaro Noda
Executive Officer	Executive General Manager of International Business Division	Masahiro Sato
Executive Officer	Executive General Manager of Southeast Asia Business Department	Kazushi Sekimori
Executive Officer	Executive General Manager of Products Division.	Yasuhiro Yamazakii